



General Assembly

Substitute Bill No. 1022

January Session, 2019



AN ACT CONCERNING MINORITY TEACHER RECRUITMENT AND RETENTION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) For the school year
2 commencing July 1, 2020, and each school year thereafter, the Minority
3 Teacher Recruitment Policy Oversight Council, established pursuant to
4 section 10-156bb of the general statutes, in consultation with the
5 minority teacher recruitment task force, established pursuant to section
6 10-156aa of the general statutes, shall develop and implement
7 strategies and utilize existing resources to ensure that at least two
8 hundred fifty new minority teachers and administrators, of which at
9 least thirty per cent are men, are hired and employed by local and
10 regional boards of education each year in the state. As used in this
11 section, "minority" has the same meaning as provided in section 10-
12 156bb of the general statutes.

13 Sec. 2. Section 10-146c of the general statutes is repealed and the
14 following is substituted in lieu thereof (*Effective July 1, 2019*):

15 (a) As used in this section:

16 (1) "State" means a state of the United States, the District of
17 Columbia, the Commonwealth of Puerto Rico or territories or
18 possessions of the United States; and

19 (2) "Educator preparation program" means a program designed to
20 qualify an individual for professional certification as an educator
21 provided by institutions of higher education or other providers,
22 including, but not limited to, an alternate route to certification
23 program.

24 (b) The Commissioner of Education, or the commissioner's designee,
25 as agent for the state shall enter into reciprocity agreements concerning
26 professional certification reciprocity with the chief education officials
27 for each state. If the commissioner is unable to establish a reciprocity
28 agreement with another state, the commissioner may establish or join
29 an interstate agreement pursuant to subsection (c) of this section.

30 ~~[(b)]~~ (c) The Commissioner of Education, or the commissioner's
31 designee, as agent for the state shall establish or join interstate
32 agreements with other states to facilitate the certification of qualified
33 educators from other states. Any such interstate agreement shall
34 include provisions requiring candidates for certification to, at a
35 minimum, (1) hold a bachelor's degree from a regionally accredited
36 college or university, (2) have fulfilled post-preparation assessments as
37 approved by the commissioner, and (3) have successfully completed
38 an approved educator preparation program. Notwithstanding the
39 provisions of sections 10-145b and 10-145f, as amended by this act, the
40 State Board of Education shall issue the appropriate professional
41 certificate to any applicant, based on such applicant's qualifications,
42 who satisfies the requirements of the appropriate interstate agreement.

43 ~~[(c)]~~ (d) If the commissioner is unable to establish or join a
44 reciprocity agreement or an interstate agreement with another state,
45 the commissioner may create and make available a recognition
46 statement that specifies the states, assessments and educator
47 preparation programs that the commissioner will recognize for
48 purposes of issuing professional certification under sections 10-145b
49 and 10-145f, as amended by this act.

50 (e) Not later than January 1, 2020, and annually thereafter, the

51 commissioner shall submit a progress report on the development and
52 implementation of reciprocity agreements and interstate agreements
53 and any recommendations for legislation to the joint standing
54 committee of the General Assembly having cognizance of matters
55 relating to education, in accordance with the provisions of section 11-
56 4a.

57 Sec. 3. Subsection (d) of section 10-145b of the general statutes is
58 repealed and the following is substituted in lieu thereof (*Effective July*
59 *1, 2019*):

60 (d) (1) On and after July 1, [2016] 2019, in order to be eligible to
61 obtain an initial educator certificate, each person shall be required to
62 complete (A) a course of study in special education comprised of not
63 fewer than thirty-six hours, which shall include [an understanding of]
64 (i) instruction on the growth and development of exceptional children,
65 including children with a disability, gifted and talented children and
66 children who may require special education, and (ii) methods for
67 identifying, planning for and working effectively with special needs
68 children in a regular classroom, and (B) a course or courses of study in
69 special education relating to instruction on classroom techniques in
70 reading, differentiated instruction, social-emotional learning, [cultural
71 competencies] culturally responsive pedagogy and practice and
72 assistive technology. The provisions of this subdivision shall not apply
73 to any person who has been issued an initial educator certificate prior
74 to July 1, [2016] 2019.

75 (2) On and after July 1, 2016, in order to be eligible to obtain a
76 provisional educator certificate, each person shall be required to
77 complete a course of study in special education comprised of not fewer
78 than thirty-six hours, which shall include [an understanding of]
79 instruction on the growth and development of exceptional children,
80 including children with a disability, gifted and talented children and
81 children who may require special education, and methods for
82 identifying, planning for and working effectively with special needs
83 children in a regular classroom.

84 (3) Notwithstanding the provisions of this subsection to the
85 contrary, each applicant for such certificates who has met all
86 requirements for certification except the completion of the course in
87 special education shall be entitled to a certificate (A) for a period not to
88 exceed one year, provided the applicant completed a teacher
89 preparation program either in the state prior to July 1, 1987, or outside
90 the state, or completed the necessary combination of professional
91 experience or coursework as required by the State Board of Education
92 or (B) for a period not to exceed two years if the applicant applies for
93 certification in an area for which a bachelor's degree is not required.

94 (4) Except as otherwise provided in section 10-146c, as amended by
95 this act, upon receipt of a proper application, the State Board of
96 Education shall issue an initial educator certificate in the endorsement
97 area of intermediate administration and supervision, subject to the
98 provisions of subsection (i) of this section relating to denial of
99 applications for certification, to an administrator from another state,
100 territory or possession of the United States or the District of Columbia
101 who (A) has been an administrator under an appropriate certificate
102 issued by another state, territory or possession of the United States or
103 the District of Columbia for three or more years, and (B) holds a
104 master's degree in an appropriate subject matter area, as determined
105 by the State Board of Education. Such applicant shall be exempt from
106 completing the beginning educator program based upon such
107 administrator experience upon a showing of effectiveness as an
108 administrator, as determined by the State Board of Education, which
109 may include, but need not be limited to, a demonstrated record of
110 improving student achievement.

111 Sec. 4. (NEW) (*Effective July 1, 2019*) (a) For the fiscal year ending
112 June 30, 2021, and each fiscal year thereafter, the Office of Higher
113 Education, in collaboration with the Minority Teacher Recruitment
114 Policy Oversight Council, established pursuant to section 10-156bb of
115 the general statutes, and the minority teacher recruitment task force,
116 established pursuant to section 10-156aa of the general statutes, shall,

117 within available appropriations, administer a minority educator loan
118 reimbursement grant program for persons who meet the eligibility
119 requirements described in subsection (b) of this section.

120 (b) The program shall provide student loan reimbursement grants to
121 any person who (1) is defined as a minority pursuant to section 10-155/
122 of the general statutes, (2) holds professional certification pursuant to
123 chapter 166 of the general statutes, and (3) is employed as an
124 administrator or a teacher by a local or regional board of education.

125 (c) Any person who satisfies the eligibility requirements prescribed
126 in subsection (b) of this section may receive an annual grant for
127 reimbursement of federal or state educational loans (1) in an amount
128 up to ten per cent of such person's federal or state educational loans
129 but that does not exceed five thousand dollars in any year, and (2) for a
130 period not to exceed ten years. Such person shall only be reimbursed
131 for loan payments made while such person is employed by a local or
132 regional board of education.

133 (d) Persons may apply to the Office of Higher Education for grants
134 under this section at such time and in such manner as the executive
135 director of the Office of Higher Education prescribes.

136 (e) Any unexpended funds appropriated for purposes of this section
137 shall not lapse at the end of the fiscal year but shall be available for
138 expenditure during the next fiscal year.

139 Sec. 5. Section 10a-168a of the general statutes is repealed and the
140 following is substituted in lieu thereof (*Effective July 1, 2019*):

141 (a) There is established a Connecticut minority teacher incentive
142 program administered by the Office of Higher Education.

143 (b) Within available appropriations, the program shall provide
144 grants to minority students (1) in teacher education programs for their
145 junior or senior year, or both such years, at any four-year institution of
146 higher education, (2) completing the requirements of such a teacher

147 education program as a graduate student, provided such student
148 received a grant pursuant to this section for one year at the
149 undergraduate level, or (3) enrolled in the alternate route to
150 certification program administered through the Office of Higher
151 Education or the Department of Education. No student shall receive a
152 grant under the program for more than two years. Maximum grants
153 shall not exceed five thousand dollars per year. The office shall ensure
154 that at least ten per cent of the grant recipients are minority students
155 who transfer from a Connecticut regional community-technical college.

156 [(c) A minority student who received grants under subsection (b) of
157 this section, and who teaches in a Connecticut public school upon
158 graduation, shall be eligible for reimbursement of federal or state
159 educational loans up to a maximum of two thousand five hundred
160 dollars per year for up to four years of teaching service.

161 (d) Notwithstanding the provisions of subsections (b) and (c) of this
162 section, the combined dollar value of grants and loan reimbursements
163 shall not exceed twenty thousand dollars per student.]

164 Sec. 6. (NEW) (*Effective July 1, 2019*) On and after July 1, 2020, any
165 program of school and district leadership preparation leading to
166 professional certification shall include, as part of the curriculum,
167 instruction in culturally responsive pedagogy and practice.

168 Sec. 7. Section 10-145l of the general statutes is repealed and the
169 following is substituted in lieu thereof (*Effective July 1, 2019*):

170 On and after July 1, 2010, the State Board of Education shall allow
171 an applicant for certification to teach in a subject shortage area
172 pursuant to section 10-8b or a certified employee seeking to teach in
173 such a subject shortage area to substitute achievement of [an excellent]
174 a satisfactory score, as determined by the State Board of Education, on
175 any appropriate State Board of Education approved subject area
176 assessment for the subject area requirements for certification pursuant
177 to section 10-145f.

178 Sec. 8. Section 8-265pp of the general statutes is repealed and the
179 following is substituted in lieu thereof (*Effective July 1, 2019*):

180 The Connecticut Housing Finance Authority shall develop and
181 administer a program of mortgage assistance to certified teachers (1)
182 employed by priority school districts pursuant to section 10-266p, (2)
183 employed by transitional school districts pursuant to section 10-263c,
184 (3) employed by the Technical Education and Career System at a
185 technical education and career school located in such priority or
186 transitional school districts, [or] (4) who teach in a subject matter
187 shortage area pursuant to section 10-8b, (5) who graduated from a
188 public high school in an educational reform district, as defined in
189 section 10-262u, or (6) who graduated from an historically black
190 college or university or a Hispanic-serving institution, as those terms
191 are defined in the Higher Education Act of 1965, P.L. 89-329, as
192 amended from time to time and reauthorized by the Higher Education
193 Opportunity Act of 2008, P.L. 110-315, as amended from time to time.
194 Such assistance shall be available to eligible teachers for the purchase
195 of a house as their principal residence, provided, in the case of a
196 teacher employed by a priority or a transitional school district, or by
197 the Technical Education and Career System at a technical education
198 and career school located in a priority or transitional school district,
199 the house is located in such district. In making mortgage assistance
200 available under the program, the authority shall utilize down payment
201 assistance or any other appropriate housing subsidies. The terms of
202 any mortgage assistance shall allow the mortgagee to realize a
203 reasonable portion of the equity gain upon sale of the mortgaged
204 property.

205 Sec. 9. Subsection (b) of section 10-183v of the general statutes is
206 repealed and the following is substituted in lieu thereof (*Effective July*
207 *1, 2019*):

208 (b) A teacher receiving retirement benefits from the system may be
209 reemployed for up to one full school year by a local board of
210 education, the State Board of Education or by any constituent unit of

211 the state system of higher education (1) in a position [(1)] designated
212 by the Commissioner of Education as a subject shortage area for the
213 school year in which the teacher is being employed, [or] (2) at a school
214 located in a school district identified as a priority school district,
215 pursuant to section 10-266p, for the school year in which the teacher is
216 being employed, (3) if the teacher graduated from a public high school
217 in an educational reform district, as defined in section 10-262u, or (4) if
218 the teacher graduated from an historically black college or university
219 or a Hispanic-serving institution, as those terms are defined in the
220 Higher Education Act of 1965, P.L. 89-329, as amended from time to
221 time and reauthorized by the Higher Education Opportunity Act of
222 2008, P.L. 110-315, as amended from time to time. Notice of such
223 reemployment shall be sent to the board by the employer and by the
224 retired teacher at the time of hire and at the end of the assignment.
225 Such reemployment may be extended for an additional school year,
226 provided the local board of education (A) submits a written request for
227 approval to the Teachers' Retirement Board, (B) certifies that no
228 qualified candidates are available prior to the reemployment of such
229 teacher, and (C) indicates the type of assignment to be performed, the
230 anticipated date of rehire and the expected duration of the assignment.

231 Sec. 10. Subsection (a) of section 10-145b of the general statutes is
232 repealed and the following is substituted in lieu thereof (*Effective July*
233 *1, 2019*):

234 (a) The State Board of Education, upon receipt of a proper
235 application, shall issue an initial educator certificate to any person who
236 (1) holds a bachelor's degree or an advanced degree from an institution
237 of higher education [accredited by the Board of Regents for Higher
238 Education or Office of Higher Education or] that is regionally
239 accredited or has received an equivalent accreditation, and (2) has
240 completed (A) an educator preparation program approved by the State
241 Board of Education or the appropriate governing body in the state in
242 which the institution of higher education is located, or (B) an alternate
243 route to certification program approved by the State Board of

244 Education or the appropriate governing body in the state in which
245 such alternate route to certification program is located, and satisfies
246 the requirements for a temporary ninety-day certificate, pursuant to
247 subsection (c) of this section, or a resident teacher certificate, pursuant
248 to section 10-145m. In addition, on and after July 1, 2018, each
249 applicant shall have completed a subject area major as defined by the
250 State Board of Education, except (i) as provided in section 10-145l, as
251 amended by this act, or (ii) where an applicant achieves a satisfactory
252 evaluation on an appropriate State Board of Education approved
253 subject area assessment [and] or has completed advanced coursework
254 in a relevant subject area. Each such initial educator certificate shall be
255 valid for three years, except as provided in subsection (c) of this
256 section, and may be extended by the Commissioner of Education for
257 an additional year for good cause upon the request of the
258 superintendent in whose school district such person is employed or
259 upon the request of the assessment team reviewing such person's
260 performance.

261 Sec. 11. Subsections (e) and (f) of section 10-145f of the general
262 statutes are repealed and the following is substituted in lieu thereof
263 (*Effective July 1, 2019*):

264 (e) (1) Notwithstanding the provisions of this section, any person
265 who holds a valid teaching certificate that is at least equivalent to an
266 initial educator certificate, as determined by the State Board of
267 Education, and such certificate is issued by a state other than
268 Connecticut in the subject area or endorsement area for which such
269 person is seeking certification in Connecticut shall not be required to
270 successfully complete the competency examination and subject matter
271 assessment pursuant to this section, if such person has either [(1)] (A)
272 successfully completed at least three years of teaching experience or
273 service in the endorsement area for which such person is seeking
274 certification in Connecticut in the past ten years in a public school or a
275 nonpublic school approved by the appropriate state board of
276 education in such other state, or [(2)] (B) holds a master's degree or

277 higher in the subject area for which such person is seeking certification
278 in Connecticut.

279 (2) Notwithstanding the provisions of this section, any person who
280 has held a valid teaching certificate issued by the State Board of
281 Education and such certificate has expired shall not be required to
282 successfully complete the subject matter assessment in the
283 endorsement area for which such person is seeking renewal or
284 advancement of such certificate, pursuant to this section, if such
285 person has either (A) successfully completed at least three years of
286 teaching experience or service in a public school or a nonpublic school
287 under a valid teaching certificate issued by the State Board of
288 Education or issued by a state other than Connecticut, in the past ten
289 years in such endorsement area, or (B) holds a master's degree or
290 higher in the subject area for which such person is seeking renewal or
291 advancement of such certificate.

292 (f) (1) Notwithstanding the provisions of this section, any person
293 who has achieved a satisfactory evaluation on an equivalent
294 competency examination or subject area assessment required for
295 educator certification in another state shall not be required to achieve a
296 satisfactory evaluation on the competency examination or subject
297 matter assessment pursuant to this section, provided the State Board of
298 Education determines that the requirements for achieving a
299 satisfactory evaluation on such equivalent competency examination or
300 subject area assessment in another state are at least equivalent to the
301 requirements prescribed by the State Board of Education for achieving
302 a satisfactory evaluation on the competency examination or subject
303 matter assessment pursuant to this section.

304 (2) Notwithstanding the provisions of this section, any person who
305 has previously achieved a satisfactory evaluation on an appropriate
306 State Board of Education approved subject area assessment for a
307 teaching certificate that has expired shall not be required to take the
308 appropriate subject matter assessment currently approved by the State
309 Board of Education, provided the Commissioner of Education

310 determines that the requirements for achieving a satisfactory
 311 evaluation on such previous subject area assessment are at least
 312 equivalent to the requirements prescribed by the State Board of
 313 Education for such current subject matter assessment.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>July 1, 2019</i>	10-146c
Sec. 3	<i>July 1, 2019</i>	10-145b(d)
Sec. 4	<i>July 1, 2019</i>	New section
Sec. 5	<i>July 1, 2019</i>	10a-168a
Sec. 6	<i>July 1, 2019</i>	New section
Sec. 7	<i>July 1, 2019</i>	10-145l
Sec. 8	<i>July 1, 2019</i>	8-265pp
Sec. 9	<i>July 1, 2019</i>	10-183v(b)
Sec. 10	<i>July 1, 2019</i>	10-145b(a)
Sec. 11	<i>July 1, 2019</i>	10-145f(e) and (f)

ED

Joint Favorable Subst. C/R

APP